



**ISI** Independent  
Schools  
Inspectorate

## **Report for an Additional Inspection**

**Bradford Grammar School**

**November 2020**



## School's details

|                                  |   |     |                |     |
|----------------------------------|---|-----|----------------|-----|
| <b>School</b>                    | Bradford Grammar School   |     |                |     |
| <b>DfE number</b>                | 380/6103  |     |                |     |
| <b>Registered charity number</b> | 529113  |     |                |     |
| <b>Address</b>                   | Bradford Grammar School<br>Keighley Road<br>Bradford<br>West Yorkshire<br>BD9 4JP |     |                |     |
| <b>Telephone number</b>          | 01274 542492  |     |                |     |
| <b>Email address</b>             | hmsec@bradfordgrammar.com   |     |                |     |
| <b>Headmaster</b>                | Dr Simon Hinchliffe   |     |                |     |
| <b>Chair of governors</b>        | Lady Lynne Morrison   |     |                |     |
| <b>Age range</b>                 | 6 to 19   |     |                |     |
| <b>Number of pupils on roll</b>  | 1035  |     |                |     |
|                                  | <b>Juniors</b>  | 161 | <b>Seniors</b> | 636 |
|                                  | <b>Sixth Form</b>   | 238 |                |     |
| <b>Date of visit</b>             | 23 November 2020  |     |                |     |

## 1. Introduction

### Characteristics of the school

- 1.1 Bradford Grammar School is an independent co-educational day school for pupils aged six to nineteen situated in the city of Bradford. The school is owned and governed by a board of trustees. The school has identified 90 pupils as having special education needs and/or disabilities, two of whom have an education, health and care plan. English is an additional language for 32 pupils. Since the previous regulatory compliance inspection in November 2017, the senior school has merged with the junior school.

### Purpose of the visit

- 1.2 This was an unannounced additional inspection at the request of the Department for Education (DfE) which focused on the school's compliance with the following Education (Independent School Standards) Regulations 2014 (ISSRs).

| Regulations which were the focus of the visit         | Team judgements |
|---|-----------------|
| Part 3, paragraph 7 (safeguarding)                    | <b>Met</b>      |
| Part 3, paragraph 11 (health and safety)              | <b>Met</b>      |
| Part 3, paragraph 16 (risk assessment)                | <b>Met</b>      |
| Part 6, paragraph 32(1)(c) (provision of information) | <b>Met</b>      |
| Part 7, paragraph 33 (complaints)                     | <b>Not met</b>  |
| Part 8, paragraph 34 (leadership and management)      | <b>Not met</b>  |

## 2. Inspection findings

### Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

#### Safeguarding policy

- 2.1 The school meets the requirements.
- 2.2 The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

#### Safeguarding implementation

- 2.3 The school meets the standard.
- 2.4 Safeguarding is suitably managed to ensure the effective implementation of the policy across the school. The school responds to concerns in a timely manner, liaising appropriately with external agencies and keeping parents fully informed when appropriate. Suitable measures are in place to prevent and respond to instances of peer-on-peer abuse. Staff know to take this into consideration when dealing with misbehaviour or bullying incidents, where support is given to both victim and perpetrator. Staff are trained as required, including those with particular responsibility for safeguarding. Induction of new staff includes the required elements and the school has strengthened the means by which it confirms that training in these aspects has been completed and understood.
- 2.5 Staff know how to respond to pupils' concerns and how to record a disclosure, including those regarding mental health and relating to extremism. Appropriate arrangements are in place to handle allegations against adults working with children, and staff follow the content of the code of conduct and understand the whistleblowing policy. Governors exercise suitable oversight through annual reviews of policy and procedures and are informed of any serious safeguarding concerns. An appropriate recruitment policy is in place. The school has reviewed its policy and procedures in the light of the recent COVID-19 pandemic to ensure continued safeguarding provision whilst pupils are learning from home and on their return to school.
- 2.6 Pupils understand how to stay safe online and they are confident that they are listened to when they express concerns.

### Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]

- 2.7 The school meets the standard.
- 2.8 The board of governors ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy. The school has responded to government guidance in regard to COVID-19. Staff and pupils are well informed about the means by which they need to ensure their safety in school and are confident in the measures that have been put in place. Enhanced arrangements are implemented to supervise of pupils in all areas of the school throughout the school day to ensure their health and safety. This includes the welfare of junior school pupils when they are changing for games or physical education lessons.

### Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16]

- 2.9 The school meets the standard.
- 2.10 The school ensures that the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy. Appropriate action is taken to reduce risks that are identified. Risk assessments are in place for all locations in the school,

including classrooms, where junior pupils change for their games and physical education lessons. The school has undertaken an assessment of the risks associated with the COVID-19 pandemic, including staff and governors in this process.

### **Provision of information [ISSR Part 6, paragraph 32(1)(c)]**

- 2.11 The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on the school's website.

### **Manner in which complaints are handled [ISSR Part 7, paragraph 33]**

- 2.12 The school does not meet the standard.
- 2.13 A complaints policy is in place which provides details of a three-stage process, including formal, informal and panel hearing stages. Clear time scales are set out for the handling of informal and formal complaints, and the school's log of complaints confirms that these are implemented in practice.
- 2.14 The policy does not provide sufficient clarity for complainants as to when they can expect to be provided with a copy of the findings and any recommendations of a panel hearing. The outcomes of a panel hearing have not always been communicated to parents in a timely manner.
- 2.15 Hearings are conducted by three appropriate panel members not involved in the management of the complaint, one of whom is independent of the running of the school. However, panel hearings have reviewed the means by which complaints have been dealt with in earlier stages of the complaints procedure rather than a full-merits hearing of the individual complaint.

### **Quality of leadership and management [ISSR Part 8, paragraph 34]**

- 2.16 The school does not meet the standard.
- 2.17 The governing body have ensured that leaders and managers actively promote the well-being of the pupils, for example, where an appeals panel had not investigated the full implications of a complaint related to pupils welfare, an external review by safeguarding agencies was commissioned and its findings implemented.
- 2.18 However, they have not ensured that the leadership and management demonstrate good skills and knowledge so that the regulatory standards are consistently met. The standard relating to the manner in which complaints are handled is not met.

### 3. Regulatory action points

- 3.1 The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014 and should take immediate action to remedy deficiencies as detailed below.

#### **ISSR Part 7, Manner in which complaints are handled, paragraph 33**

- Ensure that an appropriate timescale for the communication to parents of the outcomes of a panel hearing is included in the procedure and implemented in practice to ensure that parents are sent a copy of the findings and any recommendations [paragraph 33(c) and (i) (i)]
- Ensure that any hearing before a panel convened under stage three of the school's complaints procedure consists of a full investigation into the matter complained about [paragraph 33(f)]

#### **ISSR Part 8, Leadership and management, paragraph 34**

- Ensure that the leadership and management demonstrate good skills and knowledge so as to fulfil their responsibilities effectively, so that the other standards are met consistently [paragraph 34(1)(a) and (b)].

## **4. Summary of evidence**

- 4.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with the chair of governors. They talked with groups of pupils and scrutinised a range of documentation, records and policies.